Form NLRB - 501 (2 08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
32-CA-255127	1-24-2020

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Tesla		b. Tel. No. c. Cell No.
d. Address (street, city, state ZIP code) 45500 Fremont Blovd, Fremont, CA 94538	e. Employer Representative Elon Musk	f. Fax No. g e Mail h. Dispute Location (City and State) Fremont, CA
i. Type of Establishment (factory, nursing home, hotel) Factory	j. Principal Product or Service Autos	k. Number of workers at dispute location 10000

l. The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a)(1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (*set forth a clear and concise statement of the facts constituting the alleged unfair labor practices*)

On or about (b) (6), (b) (7)(C) 2019 and (b) (6), (b) (7)(C) 2019 the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by telling (b) (6), (b) (7)(C) that (b) (6) had to remove a union t-shirt (b) (6) was wearing. This occurred after the Employer had posted an NLRB notice promising to cease and desist from such conduct. Additionally, on or about (b) (6), (b) (7)(C) 2020, the Employer refused to let (b) (6), (b) (7)(C) see (b) (6), (b) (7)(C) in retaliation for (b) (6) support of the union.

3. Full name of party filing charge (*if labor organization, give full name, including local name and number*)
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e Mail (b) (6), (b) (7)(C)

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5. Full name of national or international labor organization of which it is an affiliate or constituent unit (*to be filled in when charge is filed by a labor organization*)

6. DECLARATION **I declare that I have read the above charge and that the statements are true to the best of** (b) (6), (b) (7)(C) E (arge) (b) (6), (b) (7)(C) Print Name and Title Address (b) (6), (b) (7)(C) Date: (b) (6), (b) (7)(C)	Tel. No. (b) (6), (b) (7)(C) Office, if any, Cell No. (b) (6), (b) (7)(C) Fax No. e Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
REGION 32
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Oakland, CA 94612-5224

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March 25, 2020

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Re: Tesla, Inc.
Case 32-CA-255127

Dear Mr. Morris and Mr. Ross:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

Valerie Hardy-Mahoney

Valerie Hardy-Mahoney
Regional Director

cc: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)
TESLA, INC.
45500 FREMONT BLVD
FREMONT, CA 94538-6326